



## **Allegations Against Members of Staff**

Should a member of staff find themselves in a situation whereby a safeguarding concern and allegation of abuse has been made against them, they should contact the headteacher who will then speak to the director. Do not discuss the allegation with other staff or approach the child. The headteacher and Managing Director will consult the document: '[Dealing with allegations of abuse against teachers and other staff](#)' and will contact the LADO Local Authority Designated Officer (contact details are held by the DSO).

Should the safeguarding concern and allegation be against the DSO or Managing Director (proprietor) or leadership, then the member of staff who makes the allegation must contact the LADO, in the first instance.

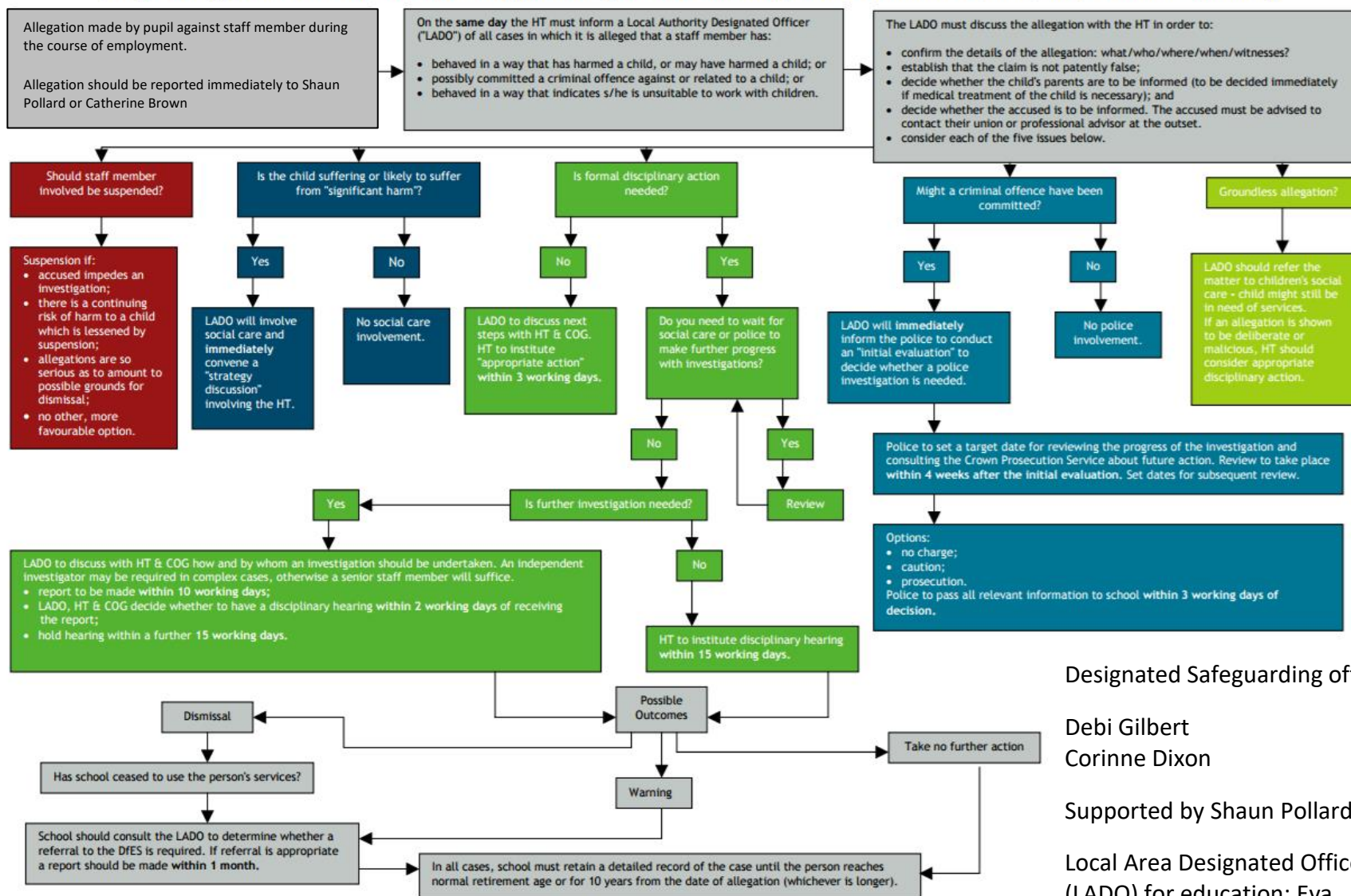
Safeguarding concern and allegations made against staff by other staff, parents, professionals and other adults of a safeguarding nature should be brought to the attention of the headteacher, who will then speak with the director and contact the LADO.

Staff should not feel that awareness of these potentially serious issues detracts from developing positive relationships with young people or spoils the enjoyment that is derived from the challenge and pleasure of working with them. Both incidents of abuse and safeguarding concern and allegations against staff are rare. Staff should feel confident in the knowledge that they know the correct procedure and how the Jump Start Ltd will support them if they are involved in a Safeguarding issue. Vigilance is essential, and the safeguarding and welfare of students is paramount.

Schools must work with other agencies to investigate when who has worked at the school has "behaved or may have behaved in a way that indicates they may not be suitable to work with children"

All allegations should be passed on to children's services (MASH).

## Safeguarding Children in Education: Dealing With Allegations of Abuse Against Teachers and Other Staff: Flowchart Summary



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